

Quadrant II – Notes

Paper Code: LAB0602_LAB0711

Module Name: Minimum Wages Act, 1948, Definition of employer and employee

The Minimum Wages Act was passed for the welfare of labour enacted to secure the welfare of workers in a competitive market by providing for a minimum limit of wages. Section 2, clause Z of the act. defines an employer; any person who employs whether directly or through another person or whether on behalf of himself or any other person one or more employees in any scheduled employment.

Definition of Scheduled employment and it is provided under Section 2, clause G. It means an employment specified in schedule or any process or branch of work forming part of such employment. It is basically divided into 2 parts. Part one and Part two. Part one; employment in any woollen carpet making or shawl weaving establishment, employment in any rice mill, floor mill or doll Mills, so these are the Mills employment in any tobacco, including beedi making etc., the construction workers have also been brought into this particular definition i.e. employment on construction or maintenance of roads or in building operations. Implementing any lac manufactory. employment in my car works, employment in public motor transport.

Part 2; scheduled employment consists of employment in agriculture. any form of farming including, the cultivation and tillage of soil, dairy farming, the production, cultivation, growing, harvesting of any agriculture or horticulture, commodity, livestock, etc.

Employer includes except in sub section three of Section 26. In a factory, that carried on any scheduled employment, who is an employer in that factory? Any person named; any person named in clause F, clause F is very, important part of the sub section, one of Section 7 of Factory Act 1948, as the manager of the factory.

any scheduled employment under the control of any government in India, in respect of which minimum rates of wages have been fixed under this Act, the

person or authority listens to this. A person or authority appointed by such government for supervision i.e. the head of the Department.

In any scheduled employment under any local authority; the Chief Executive Officer of the authority will take care of it. The law clearly says that a managing agent is an employer.

Section 2 clause I which defines employee. Any person who is employed or hire or reward to do any work, skilled or unskilled, manual or electrical in scheduled employment in respect of which minimum rates of wages have been fixed. Employees includes an out worker to whom any article or material is given out by another person to be made up clean, washed, altered, ornamented, finished, repaired, adopted or otherwise processed, for sale for the purpose of trade. The definition of employee; employee declared to be an employee by appropriate government.

a member of the Armed forces of the Union, you are not included under the definition of employee under a minimum Wages Act 1948.